

## STATUTORY INSTRUMENTS

# 2012 No. 1115

## The Education (Induction Arrangements for School Teachers) (England) Regulations 2012

### Termination of employment following failure satisfactorily to complete an induction period

**12.**—(1) This paragraph applies to a person employed as a teacher at a relevant school in England when the decision is made under regulation 11(5)(c) of these Regulations, or [<sup>F1</sup>regulation 13(3)(c)] of the Welsh Induction Regulations, that the person has failed satisfactorily to complete their induction period.

(2) The employer of a person to whom paragraph (1) applies must secure the termination of the person's employment as a teacher if—

- (a) no appeal is made to the Secretary of State or the [<sup>F2</sup>Education Workforce Council] against the decision of the appropriate body; or
- (b) such an appeal is dismissed.

(3) An employer must take the steps necessary to secure the termination of the person's employment in the circumstances mentioned in paragraph (2)(a) so that the termination takes effect within 10 working days beginning with the date on which—

- (a) the employer received written notification from the person that they did not intend to appeal to the Secretary of State; or
- (b) the time limit for appeal imposed by paragraph 2 of Schedule 3 or by paragraph 2(1) of [<sup>F3</sup>Schedule 3] to the Welsh Induction Regulations expired, as the case may be.

(4) The employer must take the steps necessary to secure the termination of the person's employment in the circumstances mentioned in paragraph (2)(b) so that the termination takes effect within 10 working days beginning with the date on which the employer received written notice of the outcome of the appeal hearing.

**F1** Words in [reg. 12\(1\)](#) substituted (1.9.2021) by [The Education \(Coronavirus\) \(School Teachers' Qualifications, Induction, Inspection Arrangements, Etc\) \(Amendment\) Regulations 2021](#) (S.I. 2021/385), [regs. 1\(4\)](#), [5\(7\)\(a\)](#)

**F2** Words in [reg. 12\(2\)\(a\)](#) substituted (1.9.2021) by [The Education \(Coronavirus\) \(School Teachers' Qualifications, Induction, Inspection Arrangements, Etc\) \(Amendment\) Regulations 2021](#) (S.I. 2021/385), [regs. 1\(4\)](#), [5\(7\)\(b\)](#)

**F3** Words in [reg. 12\(3\)\(b\)](#) substituted (1.9.2021) by [The Education \(Coronavirus\) \(School Teachers' Qualifications, Induction, Inspection Arrangements, Etc\) \(Amendment\) Regulations 2021](#) (S.I. 2021/385), [regs. 1\(4\)](#), [5\(7\)\(c\)](#)

**Changes to legislation:**

The Education (Induction Arrangements for School Teachers) (England) Regulations 2012, Section 12 is up to date with all changes known to be in force on or before 21 March 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations.

[View outstanding changes](#)

**Changes and effects yet to be applied to the whole Instrument associated Parts and Chapters:**

Whole provisions yet to be inserted into this Instrument (including any effects on those provisions):

- [reg. 8\(2\)\(f\) inserted by S.I. 2024/266 reg. 5\(2\)](#)